

Michigan Women

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Michigan
Women's
Commission

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◆ GOVERNOR JENNIFER M. GRANHOLM ◆ DEPARTMENT OF CIVIL RIGHTS DIRECTOR LINDA V. PARKER ◆
◆ CHAIR EMMA BELL ◆ EXECUTIVE DIRECTOR JUDY KARANDJEFF ◆

New Welfare Program

Michigan Department of Human Service's Director, Marianne Udow, announced recently the beginning of a new pilot program, Jobs, Education and Training (JET) starting on March 1, 2006. Some of the state's cash assistance recipients could move from Work First to JET. Under JET, recipients would be eligible for additional assistance and could count more education time toward work requirements, but also would have more opportunities to face sanctions.

The Department of Human

Services, Department of Labor and Economic Growth and Michigan Works Agency staff would work with each family to determine what obstacles the adults have in finding employment and develop a plan to overcome those obstacles.

Director Udow noted in her presentation to the Legislature that about half of current welfare recipients are illiterate, yet current rules do not allow recipients to cut back on work time to take the classes needed to become literate as well as the job training needed to increase

their incomes. She said current rules also do not easily accommodate the mental illness or substance abuse problems that many recipients face. In the pilot program, caseworkers would assess the family for mental health needs as well as for family services dealing with child neglect and domestic violence. Appropriate family members would be referred to providers to address those issues. Those expected to find work would also be assessed for employment and job training needs and would be referred to appropriate classes. The pilot program

would also help the family cover such needs as transportation and appropriate work attire. Families also would be offered programs in money management and other life skills to help them prepare to move from state assistance. The current plan is for four pilot sites that would serve 5,600 families.

Given the expanded levels of programs offered under the pilots, Director Udow recommended that families face sanctions for failure to participate in any of the programs. Current law

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The 2005 Michigan Women's Leadership Index

The 2005 Michigan Women's Leadership Index, authored by Michigan State University, Institute for Public Policy and Social Research and Inforum Center for Leadership (formerly the Women's Leadership Forum) was released in October 2005. The report measures the number of women executives in the highest leadership positions of the top 100 publicly-held companies (Index 100) headquartered in Michigan. It was a follow up study to the first report issued in 2003.

The Women's Leadership Index is calculated by taking the percentage of women on boards of directors and the percentage of women among the top five or fewer officers as reported in Security Exchange Commission (SEC) filings. There are three distinct groups of companies based on size: Group I includes 20 Fortune 500 Companies; Group II includes 54 companies with annual revenues of \$100 million or more, but not among the Fortune 500; and Group III includes 26 companies with annual revenue under \$100 million.

The top-six "Most Valuable Players" are:

Group I none (In 2003, there was Borders Group, Inc.)

Group II: Compuware; Energy Conversion Devices; Somanetics; X-Rite Inc.; and Steelcase (In 2003, there were Compuware; Flagstar Bancorp, Inc; Herman Miller, Inc; and Tower Automotive, Inc.)

Group III FNBH Bancorp (In 2003, there were FNBH Bancorp, Inc; Energy Conversion Devices, Inc.; Somanetics Corporation; Pavilion Bancorp, Inc.; X-Rite, Inc.)

Key Findings:

Of the 100 companies surveyed, thirty-four (34), compared to thirty-three (33) in 2003, have no women as either directors or top-five officers.

Women officers receive only 49% of the compensation paid to their male counterparts.

Only 21 companies have at least one women officer.

Not a single Michigan Fortune 500 company has a top woman officer.

Not a single board chair is a woman.

Sources: The 2003 Michigan Women's Leadership Index and the 2005 Michigan Women's Leadership Index.

For a copy of the complete report, go to www.womenseconomicclub.org for further information.

Pay Equity

On December 15, two U.S Congresspersons leading the fight against the gender wage gap introduced legislation to establish an institute to continually examine the gap and make recommendations for businesses to combat it (<http://www.house.gov/maloney/issues/womenscaucus/121405DingellMaloneyBill.pdf>). This would be the first time an American institute would be created with the sole mission of studying the wage gap and issuing guidelines to close the gap. The Center for the Study of Women and Workplace Policy would be housed at a public university and would produce annual reports on wages, as well as best-practices guides for businesses.

Reps. John Dingell (MI-15) and Carolyn Maloney (NY-14) introduced the legislation that would establish the Center. In 2001 and 2003, they teamed up to commission Government Accountability Office (GAO) reports that showed a persistent and significant gap in wages between men and women.

"The wage gap is an ever-present reality in our society; that is no longer the question," said Dingell. "The question now is how do we resolve this injustice and break through the glass ceiling once and for all. It is incumbent upon all of us to find ways to close the gap and this Center would give us the tools needed to accomplish this noble mission."

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Michigan Women's Employment Triangle



PERCENTAGE OF WOMEN

*Source: Geographic Profile of Employment and Unemployment 2001 www.bls.gov/gps/home.htm

2005 Leadership Index

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"We know the wage gap exists, and we know that it isn't changing much without action," said Maloney. "It's vital that we set up an institute with a mission, 365 days a year, to examine the problem and propose ways American companies can help break the glass ceiling."

2003 Study

In 2003, the GAO, at the request of Reps. Dingell and Maloney, conducted and released the most comprehensive governmental study to date on women's earnings (<http://www.house.gov/maloney/press/108th/20031120NewGlassCeiling.html>). It showed that the gap between men's and women's earnings has stubbornly persisted over the past two decades, even when accounting for employment and demographic factors. The report examined 18 years of data on over 9,300 Americans. Some of the report's key findings included:

- * Working women today earn an average of 80 cents for every dollar that men earn, even when accounting for factors such as occupation, industry, race, marital status and job tenure.
- * The pay gap has persisted for the past two decades. It has remained consistent from 1983-2000, despite a sense of continued progress toward gender equality in the workplace.
- * Women in the workforce are also less likely to work a full-time schedule and are more likely to leave the labor force for longer periods of time than men, further suppressing women's wages. These differing work patterns lead to an even larger earnings gap between men and women - suggesting that working women are penalized for their dual roles as wage earners and those who disproportionately care for home and family.
- * Men with children appear to get an earnings boost, whereas women lose earnings. Men with children earn about 2% more on average than men without children, according to the GAO findings, whereas women with children earn about 2.5% less than women without children.

2001 Study

In 2001, GAO released the results of the first Dingell-Maloney report on the glass ceiling, which specifically examined females at the managerial level (<http://www.house.gov/maloney/press/107th/20020124glassceiling.html>).

Findings included:

- * Female managers in most of the 10 industries examined had less education, were younger, were more likely to work part-time, and were less likely to be married than male managers, according to the March 2000 Current Population Survey.

- * In four of the 10 industries examined, women were less represented in management positions than they were in all positions filled by women, to a statistically significant degree. Generally, these relationships were the same in 1995 and 2000.
- * In 1995 and 2000, full-time female managers earned less than full-time male managers, after controlling for education, age, marital status and race.

Source: Press release U.S Representative John Dingell.

Young Women, Strong Leaders Conference

This is an important time for our state. As we work to reinvigorate our economy and strengthen Michigan's future, some of our youngest citizens will play an important role in shaping the direction in which we head. To recognize this, the Michigan Women's Commission and the MSU Women's Resource Center, the U.S. Department of Labor, Women's Bureau and the Michigan Department of Labor and Economic Growth, Office of Career and Technical Preparation, are hosting the Young Women, Strong Leaders Conference on Thursday, March 30 through Friday, March 31, 2006, at Michigan State University.

The Young Women, Strong Leaders Conference aims to support the personal and professional development of young women who may not already consider themselves leaders. Through mentor relationships and leadership training, participants will be equipped with the tools to become student leaders at your institution and to become leaders in communities throughout Michigan in the future.

We are inviting Michigan colleges and universities to sponsor the attendance of at least two or more young women at the Young Women, Strong Leaders conference. This will be a unique opportunity for young women to build a statewide peer network. Additionally, the conference will engage participants in networking and mentoring relationships with professional women from various fields.

For more information, please see our web site www.michigan.gov/mdcr.



New Welfare Program

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provides for loss of one month's benefits for refusing to participate in work placement programs or for refusing the work those programs find. Sanctions could be waived if the required activity, be it work or some other program, would push the adult beyond 40 hours of participation or child care was not available. The sanctions also could be waived if the recipient showed his or her employer was requiring excessively hazardous work or was violating employment laws or if the nearest work or program was more than two hours away.

Additionally, since the announcement of this pilot program, the Governor and the Michigan Legislature have been working on a welfare reform proposal. The Senate and House passed a package of bills, HB 5438-5442 and SB 892-894 on December 13. The eight bills amend the Social Welfare Act to revise the eligibility policies and work requirements for the department of Human Services Family Independence Program. The package establishes a cumulative 48-month lifetime limit on the receipt of cash assistance. It would also allow recipients to request to be enrolled in education and training programs up to 20 hours per week of education/training towards a 40 hour per week work requirement. The Governor vetoed the legislation. Now the Governor and Michigan Legislature will work on a new proposal.

Statewide Calendar

How many times has your organization scheduled a meeting on the same night as another major event? You didn't know! The Michigan Women's Commission has been asked to gather the dates on a statewide calendar for women's groups when they are holding meetings. The goal is to minimize conflicts as well as to share resources. Please email us with your calendar items and we will post them on our web site. Thank you for your help – this can only be as good as the information we receive from you!

Email Newsletter

Would you rather receive this newsletter through your email? Besides this printed copy being mailed to you we post all of our newsletters on our web site (www.michigan.gov/mdcr). We would be glad to email you a copy of the newsletter as an Adobe PDF file. Just email us at MDCR-Women'sComm@michigan.gov and let us know to make that change.

What's New In Aging...

Are you concerned about transportation, nutrition, housing, long term care, health, independence, scams, employment, or volunteer opportunities?

The Michigan Office of Services to the Aging and the Michigan Commission on Services to the Aging are looking for seniors, caregivers and persons interested in the well being of Michigan seniors to provide input on the development of the 2007-2009 State Plan for Aging Services.

Dates for Hearings:

March 17, 2006, ACCESS, Dearborn

March 21, 2006, Senior Services, Inc., Kalamazoo

March 29, 2006, University of Michigan-Flint Conference Center, Flint

May 19, 2006, Little Bear East Arena and Community Center, St. Ignace

All hearings are from 1:30 p.m. to 3:00 p.m. Directions are available at www.miseniors.net, or call 517-373-8230. Written comments may be submitted until May 20, 2006.

Persons needing accommodations for effective participation in the hearings should contact the Office of Services to the Aging at 517-373-8230 at least one week in advance.

National Association of Commissions for Women

Judy Karandjeff,
Executive
Director of
the Michigan



Women's Commission, was recently appointed to the Board of Directors National Association of Commissions for Women (NACW). Judy will serve as a representative for the region. NACW is governed by a Board of Directors composed of an Executive Committee which includes the President, Vice President, Treasurer and Secretary, and fourteen Associate Directors. Bonnie Coffey, Director of the Lincoln-Lancaster Women's Commission, serves as President of NACW. The NACW's membership consists of over 270 commissions for women including state, county and municipal commissions as well as commissions in Puerto Rico, the Virgin Islands and Guam. In July, the NACW annual meeting will be held in Lincoln, Nebraska.

HIGHLIGHTS OF LEGISLATION 2005 – 2006

1. HB 4222 (Accavitti) – bill would create the Sexual Assault Victims' Forensic Medical Intervention and Treatment Fund. Assigned to the House Judiciary Committee.
2. HB 5043 & 5044 (Schuitmaker) – bills would update law that prohibits cutting or tapping telegraph and telephone lines and increase penalties for violations. Passed House and assigned to Senate Judiciary Committee.
3. HB 5175 (Bieda) - bill would provide fairness at the pharmacy by providing insurance coverage for contraceptives. Assigned to the House Insurance Committee.
4. HB 5267 (Mortimer) – bill would require joint custody for children unless under certain circumstances. Assigned to the House Family and Children Services Committee.
5. HB 5311 (Stahl) – bill would require emergency contraception to be dispensed as a prescription drug and under the control of a licensed pharmacist or prescriber. Assigned to the House Health Policy Committee.
6. HB 5399 (Condino) – bill would allow second parent adoption. Assigned to the House Judiciary Committee.
7. SB 122 (Brater) & HB 4609 (Whitmer) – bills would provide for equal compensation for comparable work. The bills are assigned to the Senate Committee on Commerce and Labor and the House Committee on Employment Relations, Training and Safety.
8. SB 431 & 432 (Scott & Hammerstrom) – bills would provide fairness at the pharmacy by providing insurance coverage for contraceptives. Assigned to the Senate Health Policy Committee.
9. SB 436 (McManus) – bill would amend the Paternity Act to revise the definition of "child born out of wedlock." Assigned to the Senate Families and Human Services Committee.
10. SB 808 (Garcia) – bill would allow a rental agreement to be terminated when a tenant is a victim of domestic assault under certain circumstance. Assigned to the Senate Judiciary Committee

For more information go to www.michigan.legislature.org

Other News:

On December 28, 2005, the Auditor General responded to the request by Representative Leon Drolet to review the "participation of the Michigan Women's Commission (MWC) in a campaign to oppose a statewide ballot initiative which would ban affirmative action in Michigan."

Thomas H. McTavish, C.P.A., Auditor General stated in his response:

The Director of the Michigan Women's Commission included in its Winter 2003 newsletter an article titled "Oppose Ban on Affirmative Action". The article reported that the Michigan Women's Commission had voted to "oppose anti-affirmative action activist Ward Connerly's announced plans for a campaign to ban affirmative action in Michigan, through a statewide ballot initiative in November 2004." The article also included a definition of affirmative action including; the legal basis for its establishment, discusses Michigan discrimination laws and the status of women and minorities in the workplace, and includes a statement showing how affirmative action is needed for the improvement in the quality of life for women and minorities. The content of the article did not advocate any type of vote on the proposal. We reviewed the powers granted to the Michigan Women's Commission and concluded that the publication of the article was consistent with the Commission's authority: Section 10.73(a) of the Michigan Compiled Laws requires the Commission to "Stimulate and encourage throughout the state the study and review of the status of women in this state." Subsection (b) further requires the Commission to "Strengthen home life by directing attention to critical problems confronting women as wives, mothers, homemakers and workers."

On January 6, 2006, a number of state and national organizations that advocate for women's rights, reproductive rights, civil liberties, and labor rights asked the Michigan Civil Rights Commission to issue an interpretation of the Elliott-Larsen Civil Rights Act, Mich. Rev. Stat. Ann. § 37.2202, § 37.2201, finding that an employer's exclusion of prescription contraception from an otherwise comprehensive employee insurance plan is an unlawful employment practice under Michigan law. The Elliott-Larsen Civil Rights Act specifically forbids discrimination in employment on the basis of sex, which is defined to include "pregnancy, childbirth, or a medical condition related to pregnancy or childbirth." The Civil Rights Commission is reviewing the request.

Rosa Parks Honored!

When Rosa Parks died in October 2005, we had the opportunity to celebrate her life. As stated by Governor Jennifer Granholm at the funeral, "She was a heroic warrior for equality, and that alone, my God, surely is enough for a nation to celebrate." Thank you, Mrs. Parks, for your courage and leadership.

Michigan Women's Commission
110 West Michigan, Suite 800
Lansing, Michigan 48933
(517) 373-2884 fax: (517) 335-1649
www.michigan.gov/mdcr

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CALENDAR

March – Women's History Month - The theme for 2006 Women's History Month is "Women: Builders of Communities & Dreams" (www.nwph.org)

March 8, Wednesday - Michigan Women's Commission Meeting, 10 a.m., 110 West Michigan, Lansing.

March 27, Monday – Michigan Department of Civil Rights Summit, Detroit www.michigan.gov/mdcr for more information)

March 30 -31, Thursday - Friday – Young, Women, Strong Leaders Conference, Henry Center, Michigan State University. www.michigan.gov/mdcr for more information)

(For more information, see MI Women's Calendar, www.michigan.gov/mdcr)

Mailing List Update

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